

LGB T Friendly City November 2012 - May 2015 Update to the LGB T Hub

The LGB T Hub requested at its February 2015 meeting that an update be requested from the Council on progress against the proposals from the LGB T Friendly City Report which was agreed by the Councils Executive Board in November 2012.

The original proposals and the update from the Council are outlined below:

Proposal

1 Leeds Gay Quarter

- 1.1 It is recognised that the Lower Briggate and Calls area of the city centre is unofficially known as the 'gay area'. Initial discussions have taken place with the City Centre Partnership Board and some representatives of the commercial premise owners that work in that area about developing proposals for an official Gay Quarter. A fact finding visit took place to Liverpool earlier this year to look at and learn from similar work they undertook in 2011.
- 1.2 Following this visit and the resolution at Full Council it was agreed that further work on the Gay Quarter should be considered as part of the wider work on Leeds LGBT Friendly City. It is, therefore, proposed that an appropriate approach to take this work forward is developed in conjunction with the LGBT community and key partners. A Working Group led by City Centre Management with support from Equality and Community Safety will now be set up to look further at this proposal. This will take into account feedback from the interviews that have taken place and cost implications which will include consultation, branding and identity, street signage and design and community safety issues.
- 1.3 Initial discussions also took place with the retail association and the hotels association about how this work could relate to the wider issue of Leeds as a destination of choice for visitors. There is some publicity already available on the Visit Leeds website and a Gay Leeds map has already been produced. Further discussions will take place with Marketing Leeds to progress this.
- 1.4 One of the main challenges will be the question of what will success look like. There are a range of activities and projects that are proposed that will improve individual service provision. Measures can be put in place to understand increased customer satisfaction. It is proposed that we should use the opportunities of social media to profile the positive work being undertaken and to use this to help gauge satisfaction. In addition, relevant information and signposting will be developed for the council's website which will use positive imagery, such as, the rainbow flag or the Stonewall logo.

Response

- 1.5 We have also worked with a number of local LGB&T businesses to develop a Gay Quarter city centre map which has proved extremely popular throughout the year and particularly running up to Leeds Pride. We are due to update the map this year. The availability of the map in the Tourist Information Centre and at hotels helps to send out the message that Leeds is a LGB&T friendly city.

Proposal

2 Pride

- 2.1 Leeds Pride is now in its 7th year. Leeds City Council has supported Pride and it is seen as one of the highlights of the city's cultural calendar and gives an opportunity to celebrate the contribution of the LGBT community to the city.
- 2.2 Leeds Pride Steering Group state that it attracts around 23,000 people to Leeds and an estimated £1.5 million into the city's economy and is the UK's friendliest Pride event.
- 2.3 It has been agreed that the council will work with the Leeds Pride Steering Group to look at improving partnership work for Leeds Pride 2013 and beyond. This work will be led by the Head of Equality and will include issues around sponsorship, funding applications and support from the council and other associated costs, such as, Traffic Regulation Orders.

Response

- 2.4 Leeds City Council continues to support Leeds Pride which is now in its 9th year. It is seen as one of the highlights of the city's cultural calendar and gives an opportunity to celebrate the contribution of the LGBT community to the city. As well as funding Leeds Pride, we also support them with other funding applications, attend board meetings and events and advocate on their behalf. We have also assisted them in the practical delivery of Leeds Pride, for example through applying for Traffic Regulation Orders to enable streets to close for the parade and associated events.
- 2.5 Leeds Pride is attracting increasing numbers: up from around 23,000 people in 2012 to a record turnout of 30,000 in 2014. In fact over the past 4 years, Leeds Pride has evolved to become the biggest annual one day festival in the City Centre. This undoubtedly makes a huge contribution to the local economy with thousands of people choosing to visit the City on Leeds Pride weekend. Last year, on the evening before Pride every hotel in the City Centre was fully booked. Leeds Pride remains community driven and partly as a result of the Council's support, completely free to attend on the day.

Proposal

3 Resource Centre

- 3.1 The council's LGBT Hub (involvement forum for members of the LGBT community) have identified that one of their priorities is the development of a dedicated LGBT resource centre. This is a piece of work that is being developed in partnership with Third Sector organisations and Leeds and York Partnership Foundation Trust.
- 3.2 Campaigners for this centre feel that there are plenty of social venues for LGBT people, but no community space. They are advocating that a centre would help people to build a sense of safety and belonging. They felt that there were LGBT people in all walks of life who may have little in common, but may have unique needs. There are increasing demands for other services like retirement homes and healthcare. Isolation was a particular problem among older LGBT people and in all age groups there were higher rates of suicide and self harm.
- 3.3 In 2010 a report called Closing the Gap, about how those issues affected LGBT communities in Leeds, also said there was a need for a focal point in the city to build a sense of community, an opportunity for socialising outside of bars and clubs, and which could provide information about services and promote wellbeing.
- 3.4 A consultation event was held in February 2012 and a Steering Group has been set up. This includes members of the LGBT Hub, Third Sector and health providers. They are currently looking at what options could be considered and this will be discussed at a future meeting of the LGBT Hub.

Response

- 3.5 Discussions about a resource or community centre predate the Friendly City Report with the most recent work starting in early 2012. However proposals have been discussed since as far back as the 1980's.
- 3.6 Consultation took place in early 2012 which identified support for a community venue however a business case was not completed.
- 3.7 One of the main barriers identified which has prevented progress to date is the lack of LGB T infrastructure in the city to develop a sustainable business model.
- 3.8 Leeds Community Foundation have also identified the lack of infrastructure as a potential gap in the Third Sector in the city. Funding may be available to consider this further. If the issue of a suitable managing organisation could be addressed then progress on a business case could be made.

Proposal

4 Older People

- 4.1 A framework of principles for organisations that work with older people in Leeds 2012 – 2016 has been produced. The 'Time of our Lives' programme will not only improve services for older people in Leeds, it will also work to change attitudes towards ageing; allowing ageing to be seen as a positive experience and emphasising the contribution that older people make in society.
- 4.2 This work recognises that certain groups of older people are more likely to be vulnerable to disadvantage than others. This includes lesbian, gay and bisexual older people. Adult Social Care supported the production of a guide for people and organisations working with older lesbians, gay and bisexual people in 2010. A perspective paper on ageing lesbians, gay men and bisexuals produced by the Joseph Rowntree Foundation in January 2012 reinforced the need for best practise for social care services to this community.
- 4.3 Initial discussions have taken place with Adult Social Care and it is proposed that they revisit the guide produced in 2010 to ensure that the recommendations for best practise have been implemented.

Response

- 4.4 Work is continuing on the older people's agenda as noted in the Executive Board.

Of particular note is that '**Making Leeds the Best City to Grow Old in**' is one of the Local Authorities 7 breakthrough projects.

This allows us to build on the existing work of the Ageing Well Board.

A number of priority areas have now being identified for future work:

- Tackling Loneliness and Social Isolation
- Preventing Excess Winter Deaths
- Poverty
- Transport
- Housing
- Intergenerational Work
- Healthy and Active Lives (Exercise, Nutrition)
- Information (Inc. Digital Inclusion)
- City Centre and Community Planning and Management

- Employment (Inc. Work, Retirement, Volunteering).
- Cultural Offer
- Community Safety
- Leeds – A Dementia Friendly Community

Whilst none of these are specific to the older LGBT community (nor any other sub group) we are aware that different actions may need to be taken within these work areas to meet specific requirements of LGBT Older People, as in the work on tackling loneliness (see below). We would also be interested in the views and input of the older LGBT community in developing work in these areas.

4.5 Tackling Social Isolation

- 4.5.1 One specific area where we have taken action is around loneliness and social isolation. You may be aware that Leeds was successful in acquiring Big Lottery funding (£6m over 6 years) for work in this area.
- 4.5.2 The initial bid from ASC identified older LGBT people as a particular target group. The work is now led by Leeds Older People's forum, who identified funding a project in this area as a key workstream:
- 4.5.3 Over a period of six years. The focus of the project is on reaching socially isolated older LGBT people. Prioritising more resource to case finding in the first three years as part of the initial start-up. Develop targeted activities using a community development approach. Support other services to enable them to be LGBT friendly and working in partnership to develop two-way referrals.
- 4.5.4 Over the next six years, Yorkshire MESMAC (YM) and Age UK Leeds (AUL) will employ a Community Development Worker (CDW) to develop a steering group of LGB&T elders. Together they will co-produce a package of cultural competency training for older people's services/networks in order that pre-existing opportunities to reduce social isolation are accessible and acceptable to LGB&T elders.
- 4.5.6 The CDW will gather data about the current representation of LGB&T elders in older peoples' services. They will determine a baseline of how many LGB&T elders are currently accessing services to reduce social isolation in Leeds (e.g. Neighbourhood Networks, Age UK Leeds, and Adult Social Care) and increase that number over six years.
- 4.5.7 The CDW will undertake outreach into environments where LGB&T elders are known to socialise (e.g. Silver Admirers day at Steam Sauna, Leeds Gay Community, Out in Leeds & Leeds First Friday) and undertake further environmental scans to understand where else LGB&T elders are. The CDW

will assess what makes these opportunities attractive to LGB&T elders, how they help to combat social isolation and highlight gaps in provision.

- 4.5.8 LGB&T elders regularly cite high anxiety of homophobia, biphobia and transphobia when first accessing services; to combat this, the worker will recruit and train a small team of volunteers who will act as conduits and connectors for LGB&T elders; supporting and advocating for their needs around accessing services to reduce social isolation.
- 4.5.9 The CDW will co-produce at least two new groups a year, incorporating social activities & opportunities to reduce social isolation with LGB&T elders who feel disenfranchised from current provision. YM & AUL will use our established infrastructures to publicise the project widely across the city so that older people/service providers are aware of the project.
- 4.5.10 The project will offer a point of contact for information and signposting for LGB&T elders.

4.6 Personalisation

- 4.6.1 The increased move towards personalised budgets has particular benefits for marginalised communities, for example take up of Direct Payments is higher in BME communities than the white British population, we do not know the take up from LGBT community, but information from consultations and national work would suggest the flexibility this provides, especially choosing who provides personal care and support, has benefits for LGBT People

4.7 Monitoring of Sexual Orientation

- 4.7.1 As in the example above, we recognise that this an area of weakness. Commissioned providers, as well as in house services, are actively encouraged to monitor sexual orientation, alongside other protected characteristics and we have for example distributed the Stonewall Leaflet and Guide '10 Steps to monitoring sexual orientation'. However take up of monitoring in this area, with a few notable exceptions, is poor, especially from older people, and so making statistical analysis is difficult. However, we will continue to work to improve this

4.8 General contracts and Monitoring Quality

- 4.8.1 Equality, including sexual orientation, continues to be a significant element in contracts and service specifications, with both the independent and third sector, and whilst we do not directly fund any specific LGBT work we expect all services to be accessible to all, and in addition a number of services, particularly in Mental Health, include a focus on the LGBT community, though this tends not to be age specific.

- 4.8.2 We are about to expand our Dignity Champions group. This is a group of older people who monitor Dignity within Care Homes. The expanded group will in future be also looking at Homecare. We intend to make the Dignity Champions group as diverse as possible, and therefore will include targetting older LGBT people in the recruitment of Dignity Champions

Proposal

5 Children and Young People

- 5.1 Stonewall have carried out research which shows that homophobic bullying is endemic in Britain's schools. They recognise that local authorities play a key role in addressing homophobia and homophobic bullying.
- 5.2 A focus group held with young LGB people in Leeds reinforced that homophobic bullying is an issue in some Leeds schools. They felt there was a need for a culture shift in schools to pick up all forms of harassment and discrimination, relationship education still only focusing on heterosexual relationships, teacher's awareness of homophobia and knowledge of support services available for young LGB people, positive imagery in schools.
- 5.3 A wide range of work has taken place at a local level to address the wider issues of bullying and to promote inclusion and race equality. The Stephen Lawrence Education Standard (SLES) is unique to Leeds and is awarded to schools, early year's centres and colleges which demonstrate knowledge, understanding and evidence of promoting inclusion and race equality to help transform education. Around 77 per cent of Leeds' 263 schools have already achieved the award, with many more working towards it.
- 5.4 Children's Services are already considering work to refresh the SLES so that it continues to support and embed good practice in race equality in schools and settings in light of many national changes such as the Equality Act 2010, New Ofsted Framework 2012, as well as, of course, the changing role of LAs. It is proposed that this also considers the benefits of the Stonewall Education Equality Index which is a comprehensive annual benchmarking exercise for local authorities, showcasing how well they are tackling homophobia and homophobic bullying in their schools. This would compliment the council wide work for the Stonewall Workplace Equality Index.
- 5.5 There is also a need to include bullying which occurs because some children and young people have same sex parents.

- 5.6 It is also proposed that work is undertaken with other council services for children and young people where we may be able to provide appropriate information on sexual orientation in appropriate formats and environments. This could include Breeze and Healthy Schools.
- 5.7 A particular issue arose around fostering and adoption for same sex parents. Work in this area is well established. Children's Services have targeted work with this community previously and welcome the opportunity to revisit this. It is proposed that future work to increase the numbers of applications for fostering and adoption will include networking opportunities with same sex couples who have previously been through the process and to consider producing some specific publicity using case studies. This approach will also be used to target other communities to increase their interest and applications, particularly, BME communities.
- 5.8 These proposals will be tied into all current work that is taking place on Leeds a Child Friendly City.

Response

5.9 Introduction

- 5.9.1 A couple of years ago, Stonewall carried out a research which stated that homophobic bullying is endemic in Britain's schools. They recognised that local authorities play a key role in addressing homophobia and homophobic bullying.
A focus group held with young LGB people in Leeds reinforced that homophobic bullying is an issue in some Leeds schools. They felt there was a need for a culture shift in schools to pick up all forms of harassment? and discrimination, relationship education still only focusing on heterosexual relationships, teacher's awareness of homophobia and knowledge of support services available for young LGB people, positive imagery in schools
- 5.9.2 A series of meetings were held with various directorates and the outcome of the discussions identified the need for a range of activities which reflect the diversity of the community and its needs and seek to support the ambition of Leeds LGBT Friendly City. These proposals were grouped by themes and one of the themes was LGBT Friendly City and Children and young people.
- 5.9.3 Since then, Children Services have made a significant progress particularly on celebrating the difference and addressing homophobic bullying in all schools and other children's settings in conjunction with partners to support children and young people so that they are protected or helped to keep themselves safe from bullying, homophobic behaviour and other forms of discrimination.

5.10 Update on LGBT initiatives in Children services

5.10.1 Findings from OFSTED 2015 - As a result of the following initiatives in Children services, the recent OFSTED report 2015 is clear evidence on impact made to make Leeds a LGBT friendly city. The report states,

“The Multi Agency Looked After Partnership (MALAP) is a multi-agency group which has strategic responsibility for developing services and practice in relation to looked after children. There is strong partner agency commitment, with over 90 partners represented across the sub-groups; for example, care leavers, education and training, 0–5 entering care, health and well-being, and the ‘Enjoy’ sub-group, which is also working to reduce the offending behaviour of looked after young people. This has resulted in close partnership working with the police to divert young people away from the criminal justice system. The number of looked after children offending has declined year on year from 14% in 2008–09 to 4% in 2013–14. **Positive partnership work is undertaken to ensure that children are protected from bullying, homophobic behaviour and hate crimes.**”

5.10.2 Stonewall Education Equality Index 2014 - Children Services participated in the Stonewall Education Equality Index 2014 last year and was ranked 22nd position among all participating education champion local authorities from across the country taking part – the highest number of participants ever. This is a step closer to our vision to be the best Council and child friendly city including LGBT friendly city in the UK. The next aim is to achieve a higher status among top ten high performing local authorities. Feedback about our submission from Stonewall states that, “...it reflects the hard work being done to celebrate difference and prevent and tackle homophobic bullying in your schools”

5.10.3 Hate incident reporting – new system for schools - Children’s services implemented a new system for schools to record and monitor incidents of bullying, prejudice or hate in the autumn of 2014. It was launched formally at the anti-bullying conference which was part of our anti-bullying week. The system has been well received and links directly to the city wide monitoring of hate incidents managed by the Leeds Anti-Social Behaviour team on behalf of the Safer Leeds Executive. It is being rolled out to all children’s services settings.

The system was developed with schools, clusters and children and young people. It provides a way for schools and settings to effectively record and report incidents of hate, bullying and prejudice on the basis of race, gender, disability, age, faith or sexual orientation. It enables us to:

- manage individual cases effectively
- identify and track patterns of behaviour, including locality and community trends
- develop effective interventions and prevention strategies
- monitor and evaluate the effectiveness of strategies
- engage and inform multi-agency teams in clusters

The Leeds anti-social behaviour team support schools to help educate children and young people, and influence a change in culture in the local area. For example, they use assemblies as a means to engage and inform around hate issues. The majority of schools reporting indicate that they have supported the victim and discussed the issues with perpetrators. It is early days but there is enthusiasm for the system, other west Yorkshire authorities are interested in using it, and there has been a good level of response in the initial months. One of our promotional videos is available at <http://youtu.be/yDShmUNQtf8>. Initial raw data at January 2015 is shown below:

Type of Hate Incident	Oct	No v	De c	Tota l
Ethnicity/Race	25	33	20	78
Homophobic/ Gender identity	6	11	3	20
Other/ Not stated	3	1	7	11
Disability/SEN	2	1		3
Religious/Belief	2			2
Total	38	46	30	114

School Phase	Count of Reports
Primary	55
Secondary	39
PRU	12
Junior	3
Special	3
Details Not Recorded	2

Summary of reports

The majority of incidents (59%) took place outside the classroom. Over two thirds of reported incidents were identified as “racial” in nature; the second most common incidents identified were use of homophobic language. The majority of hate incidents reported from schools remain impromptu verbal abuse, although a small number of reported incidents show a more deliberate level of bullying.

Over 80% of incidents were verbal abuse/ insults; the specific words used by children suggest perpetrators are coming into contact with hate related language in their wider social or family networks.

88% of incident reports included details of support for the victim and 90% some form of mentoring or restorative practice towards the perpetrator, with just under 20% including parental involvement.

Previously, there was also no link to the wider partnership approach to hate incident monitoring. With the new system school returns are included in the quarterly Safer Leeds Partnership reports which identify hate incident and crime trends in localities across the city. Quarterly reports are shared with key partners to facilitate responses to identified issues. The Safer Leeds Partnership Team is a multi-agency team of Leeds City Council and West Yorkshire Police colleagues, sharing intelligence and information to inform local service provision.

Locally the Leeds Anti-Social Behaviour team along with Policy, Planning and Procedures Team and Health and Wellbeing team are available to help schools where issues are identified. As the system matures and there is more data available, it will also be possible to identify cluster and community issues. Both the Safer Leeds Partnership Team and the Leeds Anti-Social Behaviour Team have strong links with StopHate UK and Hate Crime Co-ordinators in Leeds.

5.10.4 National Anti-bullying conference & Anti bullying week in Leeds

An Anti-Bullying week does take place in Leeds. The lead officer for Anti-Bullying has organised anti-bullying conference on 13th November 2014 in Leeds. Schools, third sector, staff, children and young people, elected members and sporting organisations such as Leeds Rhinos attended the conference on tackling homophobic bullying. Speakers and workshop leaders were from various organisations addressing bullying including an excellent Stonewall presentation and school children and poet's performances were received very well. Electronic, printed and social media such as BBC Radio Leeds and Yorkshire Evening Post gave the coverage to the story.

5.10.5 My Health, My School Survey

The Healthy and Wellbeing Team's survey 'My Health, My School' in secondary schools (July 2014) shows that:
4.55% of respondents thought they had been bullied in the last year because they or a family member were LGBT, or had been called words like 'gay' as an insult
65% of respondents thought they had received enough information about different types of families (single parents, living with grandparents, having step-parents, having two mums or dads), 21.5% wanted more information and 13.5% didn't know

5.10.6 Inclusive School Curriculum

Schools have included issues of sexual orientation, Transgender, particularly when they have found themselves supporting students who are transgender. This has happened in three secondary schools; and in primary schools where staff have undergone gender reassignment. This is an area for further improvement, so that it is consistent across all schools.

The LGBT hub has also discussed homophobic bullying in schools and children settings through an LGBT challenge event organised by the LGBT hub. There is a proposal for raising awareness of Transphobia in schools.

5.10.7 Training

Anti-bullying training including homophobic bullying is being delivered by Health and Wellbeing/ Governor Support group. A Yorkshire and Humberside Consultant delivers training to secondary school staff, Head teachers and

Governors. Children Services' Health and Wellbeing team is in the process of becoming a Stonewall Training Partner.

Cyber-bullying training has been delivered to a number of schools who worked to produce a DVD and a script that other schools can use. Ten schools are being trained to deliver this programme in their own schools. The anti-bullying workshops have also covered homophobic and racist bullying.

There are 15 cyber-mentors in five secondary schools that have been trained by Beat bullying.

Presentations have been made to Equalities Governors Network for preventing and tackling homophobic and biphobic bullying and language.

5.10.8 Youth Participation

Youth Participation is encouraged through the 'Power of Me' anti-bullying Champions programme, Stephen Lawrence Education Standard, Healthy Schools Programme. Work on Cohesion and Intergenerational work, which include work on homophobic bullies.

Leeds Youth Service has developed a group in Leeds known as 'Out 2 18' for LGBT children and young people. Within this they have formed an anti-bullying group known as 'STOP' which tackles all forms of hate crime and focuses on equality. One of the aims to train members to plan and deliver workshops to schools on how best to tackle bullying or hate crime including racism and homophobia. Once trained members will receive a Level2 OCN accreditation of which the cost will be funded by the youth group. This group was also in the top five finalists for the category of "Best overall contribution" in the Child Friendly Leeds awards.

5.10.9 LGBT Foster Carers and Adoptive Parents

In Leeds we have several gay and lesbian households who foster or who have adopted children with us, and we are always looking for more! We held a special information evening for potential LGBT foster carers or adoptive parents in 2014 with a focus on homophobic bullying.

We sponsor and work in partnership with New Family Social. NFS, a UK charity led by LGBT adopters and foster carers who also work with agencies to help with their service delivery, and to widen the pool of new parents for the children needing families.

Leeds has been an active regional participant in the LGBT Fostering & Adoption week (held in May); we held joint events in 2012, 2013, 2014 and have already started to plan our 2015 event. Generally we hold an information evening that is widely advertised where those interested are given a brief presentation and then get to meet approved foster carers and adopters.

As a fostering department we have a small but growing number of single and coupled lesbian and gay foster carers approving 2-3 people/couples per year.

We do not have any foster carers, to our knowledge, that identify as bisexual or transgender. As an inclusive council we would hope to increase the number of LGBT carers for Leeds recognising that many will be able to provide loving and warm homes and have excellent transferable skills.

5.10.10 LGBT Youth Ambassadors programme

An anti-bullying ambassadors' programme in primary and secondary schools has won the Diana Anti-Bullying Award. This programme has pioneered the approach of restorative practice.

5.10.11 Partnership with sports organisations

We are working with sporting organisations such as Leeds United for football and Leeds Rhinos for rugby in partnership to develop partnership. This is evident from our anti-bullying conference and joint publicity for anti-bullying week events. We also used social media in communicating these activities to e. Show the Prejudice red card and restorative practice training are joint ventures.

5.10.11 Hate Incident and bullying working Group - A multi-agency hate incident and bullying Monitoring group accountable to Children Services Leadership Team is in place to develop strategies on preventing and tackling bullying and monitor hate related incidents particularly homophobic bullying incidents in schools and other children settings in an integrated way. Homophobic bullying is a standard item on the agenda

5.11 Conclusion

An Education Equality Index 2015/16 Action Plan is in place and various children services in partnership are contributing towards its implementation. The main focus of this action plan is to celebrate the difference and prevent and address homophobic and trans phobic bullying in schools and in other children's settings such as children centres, children's homes and youth centres etc. Hate incident monitoring group chaired by the Chief Officer, Partnership Development and Business Support in Children Services meets quarterly to monitor the progress.

Proposal

6 Community Safety/Hate Crime

6.1 The Hate Crime Policy and reporting process has recently been reviewed. The outcome of the revised changes has been to have clearer reporting framework that recognises individual agencies' ability to provide an initial response but one which ensures all reports are logged centrally with the Leeds Anti Social Behaviour Team and, wherever appropriate, to provide a joined up response.

- 6.2 Part of the review has been to increase awareness of hate crime and to review third party reporting centres.
- 6.3 It is proposed that a project group is set up with members of the LGBT community to work with community safety colleagues to support training on homophobia and transphobic hate crime and the identification of appropriate third party reporting centres.

Response

- 6.4 The Hate Crime Policy and reporting process has recently been reviewed. The outcome of the revised changes has been to have clearer reporting framework that recognises individual agencies' ability to provide an initial response but one which ensures all reports are logged centrally with the Leeds Anti-Social Behaviour Team and, wherever appropriate, to provide a joined up response.
- 6.5 The Joint (LCC/WYP) **Hate Crime Strategy** for Leeds was formally launched on 11th June 2014. Following an initial review of the reporting proposals it was determined that the number of reports made to the police far outweighed the number of reports that filtered through to LASBT. The practicalities of putting all police reports onto the council system proving unfeasible. An added consideration was the issue of consent, not everyone reporting to the council wishes their report to be shared with the police and vice versa.
- 6.6 All reports of hate crime made to Stop Hate UK are sent through to LASBT for information or action.
- 6.7 What is important is that where reports do provide consent for joint responses, discussions between LASBT, Stop Hate UK and the police take place to determine the most appropriate response. Hate incidents received by LASBT are flagged up on a daily basis during the daily morning meeting (via video conference) for all Police senior managers and PWA's. Where incidents are deemed to fall below the crime threshold or would be more appropriately responded to by LASBT, reports received by the police are referred in for allocation to a LASBT Case officer.
- 6.8 Comprehensive data is kept by both the police and LASBT in relation to hate incidents, broken down into the differing strands of Race, Faith, Disability, Sexual Orientation and transgender.
- 6.9 Data from West Yorkshire police shows that during the year to end of March 2015 they received 1282 reported **Hate incidents** across Leeds, an increase from the previous 12 month period of 107 reports (2013/14 – 1175 hate incidents). **Hate crimes** recorded by the police also rose slightly during 2014/15 to 831 from the 2013/4 figure of 810. Within these figures for 2014/15 there were 93 recorded incidents attributed under the sexual orientation

strand and 55 Hate Crimes of which 67.3% were detected. There were also 13 transgender incidents and 2 crimes both of which were detected.

- 6.10 During the same period LASBT received reports of a further 293 incidents. The LASBT figure is slightly down on the figures for 2013/14 which was 331 reports. Of those 293 reports received by LASBT, only 26 were related to the sexual orientation strand and 2 recorded under the transgender strand. LASBT opened 108 hate related cases as a result of the 293 reports received.
- 6.11 Taking the three sets of data together the overall figures for Hate Incidents and hate Crime were **2406** in 2014/5 compared to **2316** during the same period in 2013/4.
- 6.12 Part of the review has been to increase awareness of hate crime and to arty reporting centres.
- 6.13 LASBT continues to work with its partners to increase awareness and understanding of what constitutes a hate crime and increase public confidence to report incidents.
- 6.14 A review was undertaken of the existing reporting centres and since then there have been a number of reporting centres that are referring enquires and incidents to LASBT and Police.
- 6.15 A key strand of this work has been raising awareness of hate incidents and behaviours in schools. Since September 2014, Local schools have been encouraged them to report hate related incidents occurring within their school. 67 schools have submitted a 320 reports to date where altercations, comments and incidents have occurred during the school day where it has been perceived that there was a hate element or words spoken. Most incidents are dealt with by way of a restorative conversation but where schools feel the number of incidents warrants a more strategic response, they are working with LASBT to deliver educational sessions using the 'Show Racism the Red card' initiative to prevent further incidents.
- 6.16 It is proposed that a project group is set up with members of the LGBT community to work with community safety colleagues to support training on homophobia and transphobic hate crime and the identification of appropriate third party reporting centres.
- 6.17 Further work needed on this action. The role that would have taken this forward left the council. The post will be recruited to and this action progressed.

Proposal

7 Culture

- 7.1 Many participants raised the issue of LGBT cultural events and activities. It is widely recognised that the city provides lots of cultural opportunities already but would like to have some that are focused on their particular community.
- 7.2 Examples of current events that celebrate the LGBT community are Leeds Pride and LGBT history. Suggestions have been made on how some of these could be improved and this includes LGBT strand for the international film festival, family focused activity at libraries and museums during Leeds Pride and LGBT history month and relevant literature in libraries.
- 7.3 Libraries, Arts and Events are keen to ensure that cultural events for the city are inclusive and welcome the initial proposal to work with members of the LGBT community to develop some of these proposals further.

Response

- 7.4 This innovative project was piloted between March and June 2014. It successfully proved the capacity of the Queer Eye Project to build and sustain a diverse, engaged, audience of gallery visitors, many of whom testified to not having attended anything at the gallery before.
- 7.5 Participants were invited to join a weekly informal group where we offered facilitated creative activities exploring queer culture in the context of the gallery collection and the exhibition 'Parallel Lives' showing the work of Marlow Moss and Claude Cahun - both individuals and artists of interest to queer cultural practitioners.
- 7.6 The core group consisted of 16 regular attendees, some openly identifying as LGBT*QI, and others, not. Members were aged from 17-80 years and included deaf and hearing people, disabled and non-disabled, Trans*, cis-gendered and gender-variant individuals, black, white and Asian people, students, users of BSL and English, casualised workers, unemployed people, part and full time workers and retired people.
- 7.7 The sessions were facilitated by the key project partners Dr Nina Kane (Cast-Off Drama) and Jude Woods (Assistant Community Curator at Leeds Art Gallery) and supported by two BSL interpreters. This successful pilot has become a significant 3 year project continuing and extending the queering project at LAG.
- 7.8 Comments from participants:
- "Keep the flexibility – spontaneous. I like the versatile nature of the activities. Overall fantastic!"
 - "The sessions have been fantastic! Meeting new people, learning new things."
 - "Great experience it should be a must! Amazing facilitators, thanks you so much for doing this really really interesting"

- “I enjoy about Queer art gallery as they are so interesting and big emotion and sad and happy and it is fab art and it is big challenge to me”
- 7.9 We are fundamentally committed to developing Leeds Museums and Galleries relevance to the people of Leeds, championing relationships with community organisations, delivering targeted outreach and in-reach sessions to diverse community groups and growing community participation in events, displays and site development which link back to our collections and our sites. This has increased the depth and breadth of our activity –numbers matter but for us it is the quality of the engagement that really counts which is why for us describing the process and personal outcomes for the work we undertake is critical.
- 7.10 As a result of this work over recent years the individual sites are now more embedded within their local communities. Some of the changes we have made may seem subtle but represent a real shift in thinking and outlook such as including the voices of women workers in displays at Leeds Industrial Museum (traditionally seen as a very male dominated museum) or encouraging alternative Queer Eye views of artworks in our permanent art collection and inviting a group of young people to co-curate a major exhibition space.
- 7.11 Longer term, sustainable partnerships result as relationships are developing beyond time limited projects. This work supports the city’s equality, diversity and community agendas. As a local authority service we can work with statutory agencies contributing to health and well-being, mental health, adult social care and children’s services agendas. Linking to broader agendas makes us more efficient, sustainable and relevant to our communities. The landscape is very fluid and public sector funding cuts are in some cases affecting the groups in the third sector we engage with and how we develop those relationships, this is likely to become more pronounced during the period of this grant award. This evolving nature of many partnerships makes it impossible to predict in spring 2015 where this journey of relationships building will take us up to 2018.
- 7.12 This work can be a challenging area for us both to build relationships and trust , those relationships develop very organically and we generally work not to ‘target’ equality groups or clients but we will acknowledge the ‘intersectionality ’ issues which many people face (for example poverty/ race/ gender or poverty/ disability / age) . Many of the groups we work with come from geographical areas of multiple deprivation, they may be inputting to broader exhibitions or events as our partners

Proposal

8 Leisure and sport

- 8.1 This is an area where a wide range of activity has already taken place. It is widely recognised that there are still issues around stereotyping in sport and there has been some recent publicity about homophobia in sport, particularly,

football. This is being addressed by organisations, such as, Rugby Football League who have produced guidance on challenging homophobic abuse and behaviour and they have recently done a joint campaign with Leeds Rhinos. This is a positive endorsement for the Rugby League World Cup 2013 which is being hosted in Leeds.

- 8.2 Sport and Active Recreation have already been pro-active in trying to positively address some of the key issues around leisure and sport and the LGBT community. This has included staff awareness of issues that were specific to their service and they produced a Transgender Policy for their service. The intention is that this service will not undertake any additional activity but will continue to build on the good work they already carry out in this area.

Response

- 8.4 Sport and Active Lifestyles will continue to build on the good work they have already carried out. We are continuing to work with sporting organisations to raise awareness of relevant issues, for example by sharing our Transgender Policy with them. We ensure that we follow best practice so, for example, when we design new changing rooms we ensure there are cubicles available for privacy.
- 8.5 Learning from, and building on, the work undertaken for the Rugby League World Cup 2013 which was hosted in Leeds, as well as work by the Rugby Football League and Leeds Rhinos to challenge homophobic abuse and behaviour and stereotyping in rugby, we are exploring how we can further challenge homophobia and stereotyping as part of the Rugby Union World Cup 2015 of which 2 matches are being hosted in Leeds.
- 8.6 We are delighted that Leeds Hornets RFC has been recognised as one of the 10 gay friendly rugby clubs in the UK and we will look for ways in which we can support their development.
- 8.7 Whilst not specifically directed at the LGB&T communities, 'This Girl Can Leeds' is part of the national This Girl Can campaign developed by Sport England together with a range of partners to encourage girls & women to take part in sport. It is a celebration of girls and women who are doing their thing and don't care how they look or how red their face gets when playing sport, thereby helping to break down stereotypes in all sports and barriers to participation in relation to body image. The campaign is the result of research that discovered that millions of women and girls are afraid to exercise because of fear of judgement – on appearance, ability or how they chose to spend time on themselves.

Proposal

9 Housing

- 9.1 Common housing problems faced by LGBT people included homophobic harassment in and around the home, homelessness caused by family rejection, shared housing with homophobic/transphobic individuals, the vulnerability of LGB homeless people and those in insecure housing and the poor quality of housing service provision. The majority of these issues are addressed through current provision in the city.
- 9.2 However, it is proposed that it would be useful to undertake a review of local practice to ensure that it is still relevant and to it is also proposed Housing Services undertake some work takes place to understand the issues locally of young LGBT people who may become homeless - they are thrown out of their home or decide to leave home to escape homophobia.

Response

9.3 Housing Advice

On 1st Jan 2014 the Young People's Mediation service came back in-house. After an initial 6 month settling-in period, we conducted a review of the youth mediation function to align it with current Housing Support practice standards and council priorities. As a part of this review, we looked at the approach taken to young persons who are at risk of homelessness due to a relationship breakdown as a result of their sexuality or gender. We now have the following practice standards in place:

- YP who approach the service and are at risk of homelessness due to a relationship breakdown as a result of their sexuality or gender are offered an appointment with a specialist young people mediation worker.
 - Referrals/signposting is done to a range of support/information agencies including BLAST, Mesmac and Stonewall.
 - Mediation is offered with parents/careers but is 'young person led' and only undertaken if the young person feels it is safe to do so
 - Feedback on any trends that are seen from the young LGBT persons approaching is fed-back to the management team to inform wider service delivery
- 9.4 Recently, the YP mediation team has fed back that they are seeing an increase in approaches from young persons who are transgendered. As a result of this, our Temporary Accommodation Team Leader has worked to ensure that all managers are aware of which temporary accommodation placements would be most suitable for this client group and how such placements can be made. Each case is individually monitored to ensure that any barriers are identified and mitigated in a timely manner.

9.5 Housing Leeds

In October 2010 a LGB&T tenants group was formed. Initially the group covered the West North West area, but it is now a citywide group representing the views of LGB&T Council tenants. The group perform advisory and consultative role on a range of equality issues. The group was formed in response to the need for providing a platform for understanding the views and needs of LGB&T tenants.

A representative of the group will be elected to represent LGB&T on the new Strategic Tenants Board. This will afford them more opportunity to influence development of policies and procedures.

Following analysis of Hate Crime reporting it was identified that there was low reporting of LGB&T Hate Crime as a result it led to citywide Hate Crime awareness event in Dec 13, where there were guest speaker who spoke about different Hate Crime topics. Evaluation of the event confirmed there was a much better understanding of Hate Crime and how to report it.

9.6 The group recently worked in partnership with Children's Services to devise a Children's Services 'One Minute Guide' for both young LGB people and young Transgender people. The 'One Minute Guides' are information fact sheets that cover all areas of Children's Services, they are available on the LCC website. They cover issues such as barriers faced, 'coming out', places to go and people to contact.

9.7 The LGB&T group have worked together with Housing Management to develop awareness training for Sheltered Support officers. Issues were highlighted that affect older LGB&T tenants. First hand scenarios made the training more effective and memorable.